



# Memorandum

**TO:** HONORABLE MAYOR AND  
CITY COUNCIL

**FROM:** Alex Gurza

**SUBJECT:** See Below

**DATE:** June 29, 2004

---

Approved

Date

---

**SUBJECT: AGREEMENT WITH THE MUNICIPAL EMPLOYEES' FEDERATION (MEF), AFSCME LOCAL NO. 101, AFL-CIO**

## **RECOMMENDATION**

Adoption of a resolution approving the terms of a Memorandum of Agreement with the Municipal Employees' Federation, and authorizing the City Manager to execute the agreement with a term of July 1, 2004 through June 30, 2005, subject to ratification by the MEF membership.

## **BACKGROUND**

The current contract with MEF expires on Wednesday, June 30, 2004. On June 29, 2004, the City and MEF reached a tentative agreement on a one-year Memorandum of Agreement. The agreement is subject to Council approval and ratification by the MEF membership.

## **ANALYSIS**

Summary of tentative agreement includes:

<b>Term</b>	July 1, 2004 through June 30, 2005.
<b>Wages</b>	Maintain current salaries in effect as of June 30, 2004.
<b>Disability Leave</b>	Change maximum length of supplemental pay benefit from 12 months to nine months.
<b>Bereavement Leave</b>	Expand bereavement leave to include domestic partners.
<b>Benefits</b>	All other existing contractual benefits will remain in effect for the term of this agreement.

**ANALYSIS (cont'd.)**

<b>Substance Abuse Program</b>	Changes to existing program for clarification purposes.
<b>Part-Time Employees</b>	Changes to language pertaining to part-time employees.
<b>Reclassification Process</b>	This program will be suspended of the term of this agreement.
<b>Reopener Agreement Side Letter</b>	<p>This side letter agreement states the City's obligation during the term of this agreement is to award any equivalent wages and/or benefits to MEF that are provided through negotiations or Council direction to any other employee/bargaining unit effective during the term of this agreement.</p> <p>If any bargaining unit receives any additional wages and/or benefits through the arbitration process resulting in an award, during the term of this agreement and that are to be effective during the term of this agreement or due to the uncertainty of the State budget impact and the local economic recovery on the City's budget, the Union or the City may reopen this agreement for the purpose of exchanging proposals on the subjects of salary and economic benefits. No changes to the negotiated MOA would occur unless by mutual agreement of both the Union and the City.</p>

**PUBLIC OUTREACH**

Not applicable.

**COORDINATION**

This memorandum was coordinated with the City Attorney's Office, and the City Manager's Budget Office.

**COST IMPLICATIONS**

There is no ongoing increased annual direct cost of this agreement.

Alex Gurza  
Director of Employee Relations